

DDP 38 0715
13 FEB 1968

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Report of Study Group on Recruitment

1. The attached "Report of Study Group on Recruitment" is for the information of the Deputy Director for Support.

2. This report summarizes the discussions of a special study group which the Deputy Director for Support charged with examining present recruiting techniques to determine whether there may be more effective means of obtaining the high quality of personnel needed by the Agency.

3. The report stresses:

(a) the continuation of campus recruiting, and, conditions permitting, the early return of recruiters to proscribed campuses, inasmuch as the college and university campus constitutes our major source of highly qualified professional input;

(b) the bypassing of both small and large colleges and universities which have not proved to be productive sources for our purposes;

(c) the pre-screening of applicants by adoption of the Federal Service Entrance Examination (FSEE) or other techniques to weed out unlikely material;

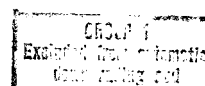
(d) the continuation of Agency operating officials working-level interchange with key faculty and departmental contacts;

(e) the closest possible liaison and working relationships with major military bases discharging young officers and selected enlisted men who meet our selection criteria, and

(f) the recommendation that a panel of senior officials be appointed to look into possible courses of action designed to improve the CIA image as it relates to the recruitment effort.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel



Attachment

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